

# City College News

GEORGE BROWN COLLEGE

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## Cabinet may permit part-time staff to unionize

The Ontario government is intending to allow part-time staff at community colleges to form unions.

That tentative decision, part of the government's reaction to the Gandz Report on collective bargaining, will affect more than 600 part-time faculty and support staff at George Brown, and several thousand people across Ontario.

The government has also announced it is intending to allow colleges to form an employers' association to bargain directly with unions.

Part-time staff are currently prevented from forming unions or joining the bargaining units of full-time employees by the College Collective Bargaining Act.

That Act may be amended this fall to allow for the change.

The Ontario Public Service Employees Union, which currently represents full-time faculty and support staff, will apply for certification to represent part-time employees as well, says union spokesperson Katie FitzRandolph.

Unionization could mean more job security, a province-wide pay structure, and benefits for part-time staff, she says.

*Continued on page 2.*

## Applications hold firm

The number of applicants to George Brown post-secondary programs is quickly approaching last year's level.

By March 23, the Registrar's Office processed applications for fall programs from more than 10,000 people, and was nearing the 10,865 received by the same date in 1988.

A large number of recently processed applications has made up a significant shortfall recorded a month ago.

College Registrar Garry Watson hopes the total number of applicants will match last year's level of more than 14,000.

It is imperative that College staff retain the interest of applicants in George Brown until they register, he says.

"We have to woo them over the summer to ensure the College's continued financial viability."



*WHAT'S YOUR VISION? - Multicultural Consultant Sally Quan (left) chats with first-year Graphic Design students Georgina Turner (centre) and Monique Therrien at the St. James Vision 2000 Campus Forum in mid March. Forums at all campuses attracted more than 400 staff and students who contributed their ideas about George Brown at the end of the century. "I hope this will help the people who come later on," said Therrien.*

## College ECE Co-ordinator is elected president of national daycare group

The co-ordinator of George Brown's Early Childhood Education program has been elected the first president of a nation-wide daycare group.

Karen Chandler will lead the 2,000-member Canadian Child Day Care Federation to seek better quality childcare across the country, she says.

Canada's provinces present an uneven patchwork of childcare regulations, with no universally accepted standards.

"Strong legislation is the cornerstone of good childcare," Chandler says.

Manitoba and Ontario currently lead the country with comprehensive rules that increase the quality of care given to children, she says.

The Federation, which includes organizational members such as daycare centres and agencies, parent and research organizations, acts as an information clearing-house for members, and encourages the development of standards and models of high quality childcare.

Chandler will speak at the Federation's first national conference in Winnipeg in

early April, along with George Brown daycare managers Lynn Wilson and Patricia Chorney-Rubin, and part-time Early Childhood Education instructor Patricia Jackie-Whittingham.



*Karen Chandler, Co-ordinator of George Brown's ECE program, has been elected first president of the Canadian Child Day Care Federation, a national information and support group.*

Photo: Neil McGillicuddy



## Comment by Doug Light

### New links with secondary schools

Graduation from secondary school and entrance into college has traditionally been a distinct rite of passage. It has meant leaving familiar faces and surroundings and taking a first step towards a challenging and exciting career.

George Brown is now working with our local school boards to make that transition even easier - by bringing secondary school students into the College before they graduate.

An experimental linkage program, called articulation, with the Metro Separate School Board, has already brought more than a dozen students into George Brown's School of Hospitality and Fashion Division. These students have chosen to audit classes and labs as part of their own school co-op programs.

Another new link being discussed, and currently in place at some other Metro colleges, involves secondary school students taking regular college courses for credit and advanced standing.

These links help enrich the education of the students involved and encourage retention in secondary schools. They also open a new avenue for students as they decide which path to take after graduation.

This is a clear advantage of both program auditing and articulation for George Brown. These links present our College as a viable option to students who might be considering either direct entry into the workforce or university.

A number of studies have indicated that potential students who visit the College tend to enrol in greater numbers than those who don't see our faculty and facilities. Similarly, secondary school students who have spent some time here are likely to seriously consider returning as full-time students.

These new links present an important opportunity for George Brown to communicate with a group of potential students. They also strengthen our ties with our educational partners at school boards to benefit the young people of our community.

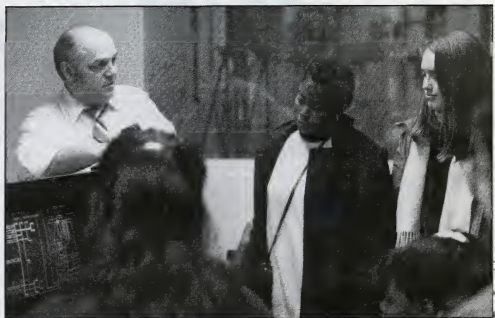


Photo: Dave Mathewson

**TECHNOLOGY ORIENTATION** - Winchester Senior Public School students Aleya Gibson (centre) and Isabelle Mondonge (right) listen as Mechanical Systems instructor Constant Mitchell explains the fine points of a computer program. The students were part of a group of more than 180 female Grade 8 students who toured the Technology Division in early March. The orientation day, called *Females in Technology*, was sponsored by the Affirmative Action Advisory Committee.

### College to seek women for some jobs

George Brown has decided to look for women to fill a significant number of staff vacancies over the next five years.

The deliberate search will help the College increase the proportion of women in several areas - including middle and upper management, some teaching areas, trades and semi-skilled occupations.

The decision by the Board of Governors in February to adopt a College-wide employment equity plan will mean the College will have to actively search out qualified women, says College Employment Equity Co-ordinator Bev Campbell.

The five-year plan calls for hiring women to fill certain expected vacancies in various departments and job categories.

George Brown might have to engage in active outreach recruitment to ensure that an adequate number of female candidates apply for certain jobs, she says.

"There's always a good pool of men (for jobs). The energy will go into ensuring there is a good pool of qualified women."

The Human Resources Department is currently reviewing its hiring policies and practices - including job descriptions and selection committee procedures - to eliminate any bias against women or other groups.

College activities will also focus on creating professional development programs for women currently employed by George Brown to ensure they have the opportunity to advance in rank and salary, Campbell says.

"The highest priority is to look within and create movement possibilities."

The employment equity plan will favour the hiring of women over men for a job only when they are suitably qualified.

"There's still a strong commitment to a quality workforce."

### Part-time staff

Continued from page 1.

The government is intending to make substantial changes to collective bargaining at Ontario's 22 community colleges.

It has announced that the responsibility of the Council of Regents for collective bargaining may be transferred by 1991 to a compulsory employers' association made up of the Boards of Governors of all colleges.

Currently the Council, a group of community representatives with support from Ministry of Colleges and Universities staff, bargains on behalf of colleges.

Cabinet also announced that it intends to recognize local agreements between individual union locals and colleges, though the agreements will require the consent of both central bargaining agents.

The provincial government actions are in response to a 1988 report by University of Western Ontario Professor Jeffery Gandz, who suggested collective bargaining should be conducted by the colleges rather than the Council.

D. E. Light

# Events

**March 30** - Fashion Division Open House: *Avenues to Fashion*, featuring fashion shows, furniture exhibition, illustration contest, jewellery and watchmaking displays. 10 a.m. to 8 p.m., Kensington Campus.

**March 31** - Toxic waste pickup at all campuses. Contact Julia Denny at 944-4312 for information.

**April 4** - Board of Governors meeting. 5 p.m., Boardroom, 500 MacPherson. Call Pat Smith at 944-4473 for details.

**April 10** - A new lunchtime intramural season begins with touch football, volleyball and basketball. All welcome. Register at your campus gym.

**April 6** - Council of Deans meeting, 9 a.m., Boardroom, St. James.

**April 13** - College Council meeting, 9 a.m., Boardroom, 500 MacPherson.

**April 14** - Athletic Awards Banquet, 6 p.m., Kensington Gym. Awards will be presented to George Brown's top athletes and the Athletic Department video will be shown. Tickets \$10 for athletes, \$14 for guests.

**April 15** - Opening of *Ceramics: New Views*, an exhibition of work by faculty, alumni and graduating students of George Brown's Ceramics program, 2 to 5 p.m., Klonaridis Inc, 80 Spadina Ave, 3rd Floor. The exhibition will be on until May 5. Call 979-1090 for information.

**April 16** - *Family Fantasy Fair* featuring multi-media entertainment, games, face and T-shirt painting, 11 a.m. to 5 p.m., Casa Loma Campus. Presented by students of the Early Childhood Education program. Entrance by food bank donation.

**April 18** - Seminar: *Coming Back Home: Making the Most of International Experiences*. Hosted by George Brown's International Development Department with support from the Association of Canadian Community Colleges and the Canadian International Development Agency. Call 867-8117 for information.

**April 19 - 27** - *Taste of Canada '89*, The international student culinary championships, with 27 teams competing, kicks off with a reception at the CN Tower on April 19. A final exhibition of entries and judging will take place on April 25 at the

Harbour Castle Westin, followed by an awards banquet at the School of Hospitality. For information call 867-2239.

**April 20** - President's Advisory Committee meeting, 8:30 a.m., Boardroom, 500 MacPherson.

- Multicultural Steering Committee meeting, 3 p.m., Room B206, 175 Kendal Ave.

- Part-time Teacher Training presented by the Professional Development Department. For information call Tim Klaussen at 867-2119.

**April 24** - Softball season starts. Register at your campus gym for games to be held at Moss Park field near St. James Campus. 4 to 5:30 p.m.

**April 26** - Lecture: *Growing and Knowing*, a discussion by Dr. Alan Thomas about the growth of education in Toronto. 1 to 3 p.m. Casa Loma Auditorium. This is the first of a lecture series, sponsored by the George Brown College Seniors' Association, about Toronto's institutional development. Series fee \$15. For information call 944-4526 or 944-4522.

**April 27 - 29** - Graphic Design Show, Atrium and 2nd Floor, St. James Campus. Work by graduating students will be on display.

**April 27 - May 13** - George Brown Theatre students present three year-end productions: *Hamlet*, directed by Peter Wilde; *A Flea in Her Ear*, by Georges Feydeau, directed by Heinar Piller; and *Cover Your Assets, Canada*, a musical, directed by Peter Lund. Call Elsie Jefferies at 867-2167 for times and locations.

## Staff awards approved

The achievements of George Brown staff should be recognized with annual awards, the Board of Governors has decided.

The Board has approved in principle a proposal to present several awards to individuals or staff groups at the College for their outstanding service, work in the community, professional leadership, and development of educational innovations.

Exact criteria for the awards, the nomination and selection procedures have yet to be established by the Board.

The College-wide awards program will not replace existing departmental awards programs.



**WINNING WORDS** - Third-year Theatre student Ann Baggeley won the Casa Loma Arts Festival writing contest with a poem entitled *Broken Hearted*. The Festival, the first of its kind, brought students and staff together to hear jazz, opera, poetry and prose, and watch live theatre, film and ballet. Organizers Donna Wotton and Peter Loverick were pleased with response to the five-day event. One highlight was jazz played by Academic Division Dean Ray Santin and a small band, says Wotton.

## \$1 million St. James renovation planned

George Brown is planning to spend up to \$1 million to create better student service and study space at St. James Campus.

Architects have already prepared preliminary drawing for reorganization of space at the main campus building at 200 King St. E.

The proposed renovation, by the architectural firm of R.E. Barnett, includes:

- reorganization of space to accommodate 350 students from Community Services programs at Nightingale Campus who will be moving to St. James;
- creation of the first phase of a Central Learning Resource Centre by expansion of the existing library;
- creation of an expanded Student Service Centre that will consolidate services of the Registrar's and Student Services Departments in a renovated reception area inside the main door of the campus;
- conversion of some laboratory space into classrooms.

As many as 5,000 full-time students are expected to be studying at the Campus this fall.

The Board of Governors will consider three management contract proposals for the project.

Photo: Neil McCallum

# Names in the News



Photo: Suzana Kuzmenko

**BAYCREST DAYCARE CENTRE ANNOUNCED** - George Brown will operate a new daycare centre being built at the Baycrest Centre for Geriatric Care in North York. The centre, expected to be named after Baycrest volunteer Esther Exton, will provide care for 50 children, with preference given to children of Baycrest staff and volunteers. At the official announcement were (from left) George Brown Senior Vice-President Jim Turner, MPP Monte Kwinter, Baycrest Marketing Co-ordinator Cindy Weiner (holding son Cale Brillinger with Dara and Matthew Newton sheltering in front), Selim Sasson, Chairman of the Baycrest Terrance Seniors Advisory Committee, and George Brown Daycare Manager Marjorie McColl. The centre, which will involve seniors from Baycrest in its programming, is expected to open this fall.

English as a Second Language instructor **Bill Gabriel** won the singles title in the Staff Tennis Tournament in late March by defeating **Phillipe Alcide** of the Hospitality Division. Alcide tasted victory as half of the winning doubles team (with **Gerard Ohayon**) beating **Des Rodgers** and **Ming Quon**. Also participating were **Grant Panter**, **Miles Williams**, and **Sam Iunazzi**.

College Multicultural Co-ordinator **Mau-reen Hynes** and English as a Second Language instructor **Miriam Baichman** are co-authors of a book and tape for students of English called *Breaking the Ice*. Published by Longmans in New York, it will be distributed world-wide. "They're particularly targeting the Japanese market," says Hynes.

George Brown's Summer School of Dance has a stellar line-up of teachers this year. Former National Ballet soloist **Nadia Potts** is the Guest Artistic Director. Choreographer **Bengt Jorgen**, currently working on a new work for the National Ballet, will choreograph works for Summer School students. Other dance luminaries at the School include ballet instructors **Annette**

**Av Paul** and **Linda Maybarduk**, jazz instructor **Tim Spain** and modern dance instructor **Juan Antonio**. The Summer School runs from July 3 to August 11.

**Barbara Taylor** has been named Chairperson of the Adult Access Programs Department in the Access and Program Development Division. She'll be responsible for the Ontario Basic Skills Program, Academic Upgrading, the Job Start program, and the two Adult Basic Education Centres. She has also been given the mandate to develop a follow-up system for rejected applicants to full-time programs.

## The City College News

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George Brown  The City College

**Albert de Silva** of the Casa Loma Athletics Department has been named Basketball Coach of the Year by the Ontario Colleges Athletic Association. This spring he coached George Brown's Huskies to a Bronze in the Ontario Championships - their best showing in several years.

**Jill Holroyd** has made the big move downtown. The former Centennial College Recruitment Officer is George Brown's new Manager of Communications in the Continuing Education and Marketing Division.

**Rita Rossi** and **Dino Nassivera** of the Ontario Skills Development Office have something in common with more than 100 other people at George Brown - an interest in the language and culture of Italy. They're interested in seeing if others want to join them for occasional social gathering of an Italian Club. Call Rita or Dino at 867-2280.

The Human Resources Department has told us of the following staff changes:

**Mary White** is the new Manager of Payroll in the Finance Department at MacPherson.

New support staff include: **Malcolm Forge**, a technician in the Electrical Department of the Technology Division at Casa Loma; **Gordon Hoenow**, who has joined staff of the Queen Street Daycare Centre; **Christine Lui**, who has joined general accounting staff in the Finance Department at MacPherson; **Carol McNutt** and **Judy Peyton-Ward**, who have joined staff of the Theatre Department at St. James.

**Sudha Papinazath** of the Ontario Skills Development Office at St. James has changed her name to **Sudha Valookaran**.

Internal transfers include **Paul Johnson**, who has left a position in the Caretaking Department at St. James for one in the same department at Casa Loma.

**Grace Ho** retired recently after 17 years of teaching in the Office Administration Department of the School of Business.

Leaving the College are **Vito Brancaccio**, **Marie Cabral** and **Anna Cesario**.

George Brown has received a \$40,000 multicultural project grant from the provincial Ministry of Citizenship, not the Ministry of Colleges and Universities as reported in the February edition of *City College News*. The grant will allow George Brown to mount workplace programs including job-specific language training and intercultural communication training.